

Boosting Women in STEM

Strengthening educational pathways and job readiness

28th-30th September 2016
Sir Stamford Circular Quay, Sydney



Confirmed Speakers:



Deborah H. Urbanski
Director, Office of Equal Opportunity and Diversity
Johnson Space Centre,
NASA, USA



Roslyn Prinsley
National Adviser,
Mathematics and Science
Education and Industry
Office of the Chief
Scientist



Vicki Thomson
Chief Executive Officer
Group of Eight



Amanda Dobbie
Chief Executive Officer
Women in Banking and
Finance



Norman Gray
Chief Executive Officer
Box Hill Institute



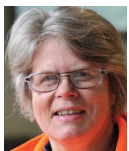
Libby Lyons
Director
Workplace Gender
Equality Agency



Gavin Fox-Smith
Managing Director
Johnson and Johnson
Medical Devices
Chairman
Medical Technology
Association of Australia



**Professor
Barbara Messerle**
Acting Vice-Chancellor
Macquarie University



Fi Shewring
President
Supporting and Linking
Tradeswomen



Jane Baker
President
Australian Federation
of Graduate Women



**Professor
Suzi Derbyshire**
Deputy Vice-Chancellor,
Learning and Teaching
Queensland University
of Technology (QUT)



Liz Jakubowski
Director, RIBIT
CSIRO



Francesca Calati
Director, Outreach
Programs
La Trobe University
Recipient
Prime Minister's Prize
for Excellence



Gemma Lloyd
Secretary
Diversity Practitioners
Association
Director and Co-founder
Diverse City Careers



Judy Raper
Deputy Vice-Chancellor,
Research and Innovation
University of
Wollongong



Helen Fraser
Director, Human
Resources
AECOM Australia
& New Zealand



Kaaren Koomen
Director, Government
and Regulatory
IBM Australia



Zoe Piper
Manager
Productivity Unit,
Australian Chamber of
Commerce and Industry
Co-founder
Ecolour



Tegan Dowler
Founder
The Blue Collared Woman
Treasurer
Diversity Practitioners
Association

Advisory Panel:



Libby Lyons
Director
Workplace Gender
Equality Agency



Liz Jakubowski
Director, RIBIT
CSIRO



Gemma Lloyd
Secretary
Diversity Practitioners
Association
Director and Co-founder
Diverse City Careers

Why you should attend:

- Strengthen links between tertiary education and industry
- Increase female enrolments in STEM courses
- Learn how to ensure female STEM graduates gain sustainable employment
- Develop a long term sustainable female talent pool for STEM industries
- Prepare women to succeed in male-dominated environments

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CONFERENCE DAY ONE | WEDNESDAY, 28TH SEPTEMBER 2016

- 8:00 **Registration opens**
- 9:00 **Opening remarks from the Chair**
Libby Lyons, *Director, Workplace Gender Equality Agency*

Exploring the women in STEM landscape and its innovative pathway models

- 9:10 **KEYNOTE**
STEM-trained and job-ready: A national commitment to change
 - Re-engineering a future for Australia's women in STEM
 - Utilising work-integrated learning to bridge the gap from education to work
 - Embedding industry placements into STEM education**Dr Roslyn Prinsley, National Adviser, Mathematics and Science Education and Industry, Office of the Chief Scientist**
- 9:50 **STEM and the future of the Australian workforce**
 - How increasing women in STEM fields benefits the nation and economy
 - Developing pragmatic strategies to navigate the complex social issue
 - Quantifying the value of STEM skills in all careers**Vicki Thomson, Chief Executive Officer, Group of Eight**

10:30 **Morning refreshments**

- 11:00 **KEYNOTE**
Transitioning from education to industry: the importance of women in STEM
 - What is gender equality and how do we achieve it?
 - Removing barriers for equal participation of women
 - Allowing access to all occupations and industries, including leadership roles**Libby Lyons, Director, Workplace Gender Equality Agency**

- 11:40 **Engaging young women in emerging sciences**
 - A practical approach to STEM outreach with a focus on Victorian Certificate of Education (VCE) and middle years, the pedagogy and alignment with curriculum standards
 - Government and industry funded STEM projects – where La Trobe is a lead University
 - Building teacher capacity in STEM education**Francesca Calati, Director, Outreach Programs, La Trobe University, Recipient, Prime Minister's Prize for Excellence**

12:20 **Networking luncheon**

- 1:20 **PANEL DISCUSSION**
Enticing and retaining women in STEM industries
 - Addressing female underrepresentation in engineering, information technology and sciences
 - Demonstrating career possibilities beyond well-known professions
 - How women in these careers succeed

Panellists:

Jane Baker, President, Australian Federation of Graduate Women
Francesca Calati, Director, Outreach Programs, La Trobe University, Recipient, Prime Minister's Prize for Excellence
Fi Shewring, President, Supporting and Linking Tradeswomen

- 2:00 **Cultivating high possibility learning spaces**
 - Increasing pathway and offering scholarships to widen participation of targeted groups
 - Providing professional development and training opportunities for STEM teachers
 - Opening doors and engaging with STEM-related professions through industry talks and projects**Professor Suzi Derbyshire, Deputy Vice-Chancellor, Learning and Teaching, QUT**

2:40 **Afternoon refreshments**

Creating a progressive culture for women in STEM industries

- 3:10 **INTERNATIONAL KEYNOTE**
The NASA Commitment to diversity and equal opportunity
 - Journeying beyond Earth's orbit with a diverse team
 - Advancing NASA's efforts to be a model agency for equal employment opportunities
 - Engaging the agency in proactive equal opportunity and diversity-inclusion initiatives**Deborah H. Urbanski, Director, Office of Equal Opportunity and Diversity, Johnson Space Centre, NASA, USA**

- 3:50 **Strategising to overcome unconscious bias and enabling women to thrive in STEM industries**
 - Understanding society's perception of women and STEM
 - Recognising conscious and subconscious bias and how this affects career progression
 - Developing practices to mitigate bias thinking and creating equal opportunities**Gemma Lloyd, Director, Co-Founder, Diverse City Careers**

- 4:30 **Try-a-trade: An initiative to integrate women in male-dominated areas**
 - Ensuring career acquisition through practical hands-on training
 - Encouraging women and girls to consider a career in a trade
 - Equipping women with the tools to break into the industry**Fi Shewring, President, Supporting and Linking Tradeswomen**

5:10 **Closing remarks from the Chair and end of day one**

FOLLOW THIS EVENT

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16%

of **STEM qualified professionals** in Australia **are women**

- Office of the Chief Scientist



More than half

of women who enter STEM fields **leave them within a decade**

- Society of Women Engineers



31%

of surveyed Australian women in STEM professions expect to **leave their job in the next five years**

- Professionals Australia



CONFERENCE DAY TWO | THURSDAY, 29TH SEPTEMBER 2016

- 8:00 Registration opens
 9:00 Opening remarks from the Chair
 Norman Gray, *Chief Executive Officer, Box Hill Institute*

TOOLS TO EMPOWER WOMEN IN STEM SETTINGS

- 9:10 **KEYNOTE**
Developing pragmatic platforms to ensure women succeed in STEM industries
- Providing targeted support to the next generation of women STEM leaders
 - Collaborating with tertiary institutions and diversifying the STEM graduate pool
 - Developing best professional practices to attract and retain top technical talent
- Gavin Fox-Smith, Managing Director, Johnson and Johnson Medical, and Governor, American Chamber of Commerce**
- 9:50 **Mentoring for success**
- Empowering women enrolled in male-dominated programs
 - Tailoring support based on the needs of the student
 - Exploring different mentoring platforms – meetings, email, and phone
- Norman Gray, Chief Executive Officer, Box Hill Institute**
- 10:30 **Morning refreshments**
- 11:00 **World Café**
 Delegates will rotate among tables with assigned facilitators, with each set table discussing a different topic.
1. **Exploring the most effective initiatives to retain women in STEM**
Facilitator: Norman Gray, Chief Executive Officer, Box Hill Institute
 2. **Transitioning personal strengths from tertiary education to employment**
Facilitator: Amanda Dobbie, Chief Executive Officer, Women in Banking and Finance
 3. **Strategies for matching women with prospective employers**
Facilitator: Liz Jakubowski, Director, RIBIT, CSIRO, and Director, Government Relations, National ICT Australia
- 11:40 **Reinventing workplace ethos to maximise female engagement**
- Committing to a culture of 'fearless behaviour' and enabling diversity and inclusion
 - Focusing on comprehensive inclusion to drive female participation
 - Embedding diversity throughout your organisation
- Kaaren Koomen, Director, Government and Regulatory, IBM Australia**

- 12:20 **Networking luncheon**

Exploring employment opportunities for female STEM graduates

- 1:20 **Securing female STEM graduate employment**
- RIBIT – Australia's first student-only job service
 - Linking tertiary education with relevant industries
 - Ensuring graduates are connected to appropriate workplaces
- Liz Jakubowski, Director, RIBIT, CSIRO**
- 2:00 **Afternoon refreshments**
- 2:30 **Ensuring accessible opportunities for women in STEM**
- Committing all organisational branches to confronting a multi-dimensional issue
 - mCircles- a platform for female professionals to receive constructive advice for career growth
 - Designing strategies which support gender equality through recruitment, retention and succession planning
- Helen Fraser, Director, Human Resources, AECOM Australia & New Zealand**
- 3:10 **How to drive women into rewarding and sustainable STEM careers**
- Supporting the professional development of women and retention of industry skills
 - Providing intensive coaching for emerging female leaders to grow
 - Streamlining key elements when building a career pathway for success
- Amanda Dobbie, Chief Executive Officer, Women in Banking and Finance**
- 3:50 **Roundtable and Conference Communique Session**
 This interactive roundtable session will engage all delegates to share their learnings across the two days of discussion, in particular, strategies to boost female engagement in STEM industries. The findings will be summarized into a conference communique. Take part, share your take-home lessons from the conference and have your say on the future of the movement to increase women in STEM.
- 4:30 **Closing remarks from the Chair and end of the conference**

POST-CONFERENCE WORKSHOPS | FRIDAY, 30TH SEPTEMBER 2016

9.00AM – 12.00PM • WORKSHOP A

How to prepare women for succeeding in male-dominated industries

Based on real life experiences and complimented by academic research, this workshop provides attendees with strategies to ensure women pursuing a career in STEM succeed and make a positive and sustained change across the engineering, construction and resource industries.

Attendees will gain:

- Recommendations on how to overcome challenges faced by women in STEM industries
- Strategies on how to navigate the cultures of male industries at different levels
- Insights on the experience of women working in traditionally masculine industries
- Insights on male behaviour, motivators and group dynamics to gain
- A better understanding of the cultural and social norms within the industries



Facilitator:
Teagan Dowler
Founder, The Blue Collared Woman

1.00PM – 4.00PM • WORKSHOP B

Engaging in cross-sector collaboration to boost women in STEM

Cross-sector partnerships help break down silos and create solutions for a shared problem. In this interactive workshop, learn how to build connections between tertiary education providers and industry employers to facilitate the transition of female STEM students from the classroom to the workplace. Cross-sector collaboration ensures that the best and brightest minds are able to actively contribute to the STEM sector.

Attendees will:

- Learn how to work towards a shared goal and a common cause
- Develop a smoother pathway from education to employment
- Gain strategies to address inter-related issues
- Create more efficient cross-sector communication methods
- Acquire ways identify the most beneficial organisations to partner with



Facilitator:
Zoe Piper
Manager, Productivity Unit, Australian Chamber of Commerce and Industry, and Co-founder, Ecolour

